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DATE: October 10, 2006

TO: Washington State Apprenticeship and Training Council Members
Labor and Industries' Apprenticeship Coordinators
Washington State Apprenticeship Training Directors/Coordinators
Interested Apprenticeship Stakeholders

FROM: Patrick Wood, Assistant Director, SCSD

SUBJECT: **QUARTERLY REPORT FOR FIRST (FY) QUARTER 2007
(July - September 2006)**

There were **13,673** active apprentices for the 12-month time period ending September 30, 2006 of which **1,811** were women and **3,029** were minority.

For the time period:

- **125** individuals received completion certificates;
- **1512** individuals were registered;
- **1** committees were registered with a total of occupations;
- **2** programs were registered with a total of occupations; and
- **10** occupations were added to existing program.

As of September 30, 2006 there are:

- **247** registered programs, of which there are:
 - **34** plant programs;
 - **1** OJT program;
 - **113** Group-Joint programs;
 - **68** Individual-Joint programs;
 - **19** Group Non-Joint Programs;
 - **9** Individual Non-Joint programs; and
 - **1** Individual Waiver program

If you break this out to one program equals "1 occupation with one committee" then there are currently **601** individual programs active as of September 30, 2006.

During the time period, the following is a listing of the programs which had active injury claims which fell under WSATC jurisdiction, and the current status of the claim as of September 30, 2006.

Prog ID	Program Name	Status
74	Western Washington Sheet Metal	Closed with right to appeal
145	W WA LADS Installers Apprenticeship	Open
74	Western Washington Sheet Metal	Open
61	W WA Cement Masons	Open
56	Central WA Carpenters/Millmen	Open
288	Spokane Home Builders	Open
128	King County Carpenters	Closed but at BIIA
142	E WA - N ID Cement Masons	Closed
69	Grays Harbor Area Carpenters	Closed
295	South Puget Sound Carpenters	Closed

General Apprenticeship Activities:

The following committees/programs/occupations were approved at the July 2006 WSATC quarterly meeting.

UA (Locals 26, 32, & 598), AWIU (Locals 7,36, & 82) and Employers Firestop/Containment Apprenticeship Committee	Firestop/Containment Worker	New Committee
The Educational Services District 112 Southwest Washington Child Care Consortium Program	Child Care Assistant/Associate I	New Program
The Educational Services District 112 Southwest Washington Child Care Consortium Program	Child Care Coordinator/Associate II	New Program
Pacific Power Products Company	Diesel Engine Technician	New Program
Pacific Power Products Company	Transmission Technician	New Program
The Boeing/IAM Joint Apprenticeship Committee	Composite Technician	New Occupation
Centralia City Light Apprenticeship Committee	Meter Technician	New Occupation
LOTT Alliance Apprenticeship Committee	Control Systems Technician	New Occupation
LOTT Alliance Apprenticeship Committee	Maintenance Technician	New Occupation
Northeastern Washington-Northern Idaho Sheet Metal Apprenticeship Committee	HVAC Service Technician	New Occupation
Northeastern Washington-Northern Idaho Sheet Metal Apprenticeship Committee	Residential Sheet Metal Worker	New Occupation
Pacific County PUD No. 2 Apprenticeship Committee	Electrical Maintenance Technician	New Occupation
Washington Public School Classified Employees Apprenticeship Committee	School Computer Technician I	New Occupation
Washington Public School Classified Employees Apprenticeship Committee	School Computer Technician II	New Occupation
Washington Public School Classified Employees Apprenticeship Committee	School Computer Technician III	New Occupation

Pre-Apprenticeship Grants

Earlier this year, Governor Christine Gregoire signed SHB 2789, legislation which she called **“Running Start for the Trades.”** Part of this bill was funding to be distributed as incentive grants by the Washington State Apprenticeship and Training Council (WSATC) to help schools districts communicate and negotiate with local apprenticeships programs to plan for and implement pre-apprenticeship training programs.

The incentive grant application is now available on the OSPI iGrants system. The grant application period, originally open in September, has been extended until October 16th. **All applications must be received by OSPI by 4 pm, Monday, October 16th.** The incentive grants are going to be given as 10 grants of \$7,500 each. The grant period will be one year.

The grants will be made to school districts for the purpose of negotiating and establishing collaborative agreements with local apprenticeship programs in the building and construction trades. The Council will attempt to award to both big and small districts evenly across the state. The Council will award and notify the 10 winning school districts in mid-October.

If you have any questions or if you are interested in finding out more about this opportunity, please contact Elizabeth Smith, Department of Labor & Industries at (360) 902-4425, or by email, smel235@LNI.wa.gov

Link to iGrants: <https://eds.ospi.k12.wa.us/igrants/> (Click on "Funding Opportunities" and scroll down)

2005 Affirmative Action/Compliance Reviews

L&I Apprenticeship Consultants continue the process of conducting 2005 Affirmative Action/Compliance Reviews as directed by the WSATC at the January 2006 meeting. As of September 30, 2006, 23 compliance reviews have been received at Central Office and there are a total of 65 programs on the to-be-reviewed list.

Old Registered Apprentice Cards:

During this quarter about 5-6,000 cancelled apprenticeship cards were checked against the ARTS database, data entered if needed, and then the card was destroyed. This is part of our on-going process to ensure that all apprenticeship cards that we have on hand are reflected in ARTS and then destroyed to reduce the amount of paper documents in Central office. We would like to thank two of our Summer Interns,
who did a great job of checking the cards.

Individuals, who have Completed an apprenticeship program, may request that their card(s) be mailed to them, if we still have them. These requests must be received in writing or via electronic mail.

Position opening in Central Office:

Ardis Benson, Apprenticeship Technical Specialist, resigned from the position effective September 5, 2006. Ardis has taken a position with the Construction Industry Training Council as the Director of Apprenticeship Advancement. In the interim, Bill Chrisman, Apprenticeship Consultant from Mt. Vernon has taken over the responsibilities of the Technical Specialist temporarily until someone is hired for the position. Bill will be working in the Tumwater two days a week and the other three days in Mt. Vernon. The position announcement has been posted on the web at http://ohr.inside.lni.wa.gov/webhome/jobs/120C_2553_090806_278.htm.

Reciprocal Agreement with Oregon, Idaho, and Montana

At the July 2006 Washington State Apprenticeship and Training Council (WSATC) quarterly meeting, the Council voted to cancel the reciprocal agreement with Idaho. A new agreement is currently being signed by Washington, Montana, and Oregon. What this means for Idaho programs and apprentices is that Idaho programs will have to have their standards registered in Washington for their apprentices to be able to work as registered apprentices in Washington. These same apprentices will have to be registered with Washington as Registered Apprentices.

Some thoughts about worker shortages and how L&I can help

Source: Director Gary Weeks' weekly message to Labor and Industries' employees, August 4, 2006

Hello,

One of the things I've been hearing lately from both employers and workers is the problem of obtaining workers, especially skilled workers.

I have mentioned in previous columns the continuing struggle that farmers are having in obtaining agricultural workers. Along with the heads of Employment Security and Agriculture, I have made several visits to Central and Eastern Washington to talk to farm leaders about this situation and provide whatever assistance the state can.

Last week, I had the opportunity to visit two construction sites near Bellevue and I heard much the same thing from them. They are having a problem finding enough electricians, plumbers, drywall installers and other skilled labor to keep their projects moving.

And I've had a personal experience with the shortage, as well. My wife and I are having a vacation condo built in Central Oregon. Just a few days ago, the contractor informed me that the completion date for our new home has been pushed back a couple of months. The reason: He can't find enough drywall installers and finish carpenters.

So you can see that this worker shortage isn't just Washington. Governor Gregoire has talked of requests from British Columbia to spread the word in Washington that our

Canadian neighbors need more skilled construction workers. She declined to do so, saying we need Washington workers to stay in Washington.

One further thing I heard at the Bellevue construction sites — they noted the age of their construction workers (45 to 55) and wondered where the young workers are who will replace them when they retire.

I think our state and region are going to face some real challenges in the years ahead to provide the skilled workers we will need. And L&I will play a key role in determining whether those workers are available.

Obviously, one way to do this is through our apprentice programs. Governor Gregoire is a big proponent of apprenticeship and we at L&I will need to do all we can to get more apprenticeship programs started, more apprentices signed up and more apprentices completing their training. One challenge we now have is getting more women interested in apprenticeships in the building trades. Working as an electrician, carpenter or the like can produce family wage jobs and a very satisfactory career for both men and women.

It also occurs to me that L&I can help provide skilled workers in other ways. We can make sure our licensing process for electricians and plumber certification programs are operating at top efficiency. We can also help existing workers to more efficiently use their time by a streamlined contractor registration process and by timely electrical inspections so we don't hold up the next construction phase.

It's great that our workers are able to find employment and, of course, increased construction activity is a sign that our economy is doing well. But a lack of skilled workers may contribute, over time, to an economic slowdown and/or a long-term decline in the region's economy. We at L&I need to do everything possible to manage our responsibilities in ways that help create the workforce needed today and in the future.

PROGRAM News

Columbia Basin Carpenter Apprentices - Playhouse Construction - Childrens Wishes and Dreams Foundation

Source: Donna Campbell, Dean for Career Development

Our Carpentry Apprentices built a wonderful playhouse for the Childrens Wishes and Dreams Foundation. The foundation raffled the playhouse off at our local Fair and Fiery Food Festival. The income was in excess of \$6000.00.

The carpenter Apprentices started construction on the playhouse in March 2006. Construction was completed in April. The playhouse was in the Labor Day Parade in Kennewick, at the Benton- Franklin County Fair and at the Fiery Food Festival in Pasco. Raffle tickets were sold each place. The winning ticket was drawn at the Fiery Food Festival.



Seattle Parks and Recreation - Apprenticeship Trades Class - Rainer Beach Community Center

Source: Carol O'Neill Local 699 Sprinkler Fitters, Washington Women in Trades



Next Steps to a Career in Construction for Men & Women

Join us to discover high-paying, high-skilled, rewarding careers in the construction trades. Explore your options, meet experienced trades men & women in this multi-trade & Sound Transit resource tables and presentation event.

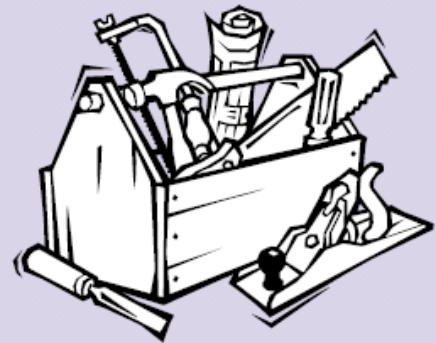
Work with your hands! Work outside and inside! Find a satisfying job that provides benefits for you and your family.

This multi-trade event is co-sponsored by: Apprenticeship & Non-Traditional Employment for Women and Men (ANew), Local 699 Sprinkler Fitters, Sound Transit, Seattle Vocational Institute (SVI), and Washington Women in Trades

Age: All

Date: Tue, Sep 12 5:30 – 7:30 p.m.

Location: Activity Room



Lincoln Grads Return to School

Source: Tacoma Weekly, by Jamie Forsythe, August 31, 2006 (Eric Franklin Northwest Carpenters)



ON THE JOB. Seventeen-year-old Christian Sanchez (foreground) helps set elevation levels with journeyman Derek Bruske on the construction site at Lincoln High School. Sanchez is one of two recent Lincoln graduates now working on the renovation of the high

A majority of high school students can't wait to get out of their schools once they graduate. However, that is not the case for two recent Lincoln High School students, 17-year-old Christian Sanchez and 18-year-old Devin Spinelli.

Both Sanchez and Spinelli are thrilled to be back at their alma mater this summer working not as students, but as apprentices.

"I think it's a wonderful experience to graduate from here and now be working here," Sanchez remarked. He gets to "see first-hand what's going on" during the \$72.25 million modernization of Lincoln.

The 2006 graduates each participated in Lincoln's construction trades program taught by former instructor Kathy Swan. Swan recently resigned from her position at

Lincoln and now works on staff with the Pacific Northwest Regional Council of Carpenters.

Upon successful completion of coursework at Lincoln, Swan said students are able to begin the process of joining the union. The construction trades program, a part of Tacoma School District's Career and Technical Education, began two years ago at Lincoln as a response from an area survey. The survey examined, Swan said, the needs of employers in the area as far as what positions they were having a difficult time filling.

Once the ball got rolling, the district had to decide where to house the new construction trades program. Though Lincoln was chosen, Swan noted since it's a "pilot, magnet program" juniors and seniors from across the school district could attend.

That's precisely what Spinelli did. He was attending Oakland Alternative School as a sophomore when he learned about the Lincoln construction program. During his junior year, he attended Oakland part of the time and Lincoln the other portion to participate in the program. He didn't attend Lincoln full time until his senior year.

Spinelli said he knew he wanted to be a carpenter after hearing about the program.

Upon successful completion of the coursework at Lincoln with a 'B' or better average, Swan explained, students could join the apprenticeship program with the carpenter's union. "There was a lot of support from the folks at the union," she noted when the program launched. An articulation agreement was made between the school district and the union to allow direct entry into the union upon graduation from high school if pre-determined requirements were fulfilled.

Lincoln's construction trades program is designed as a two-year program. The Model Apprenticeship Instruction Program (MAIP), developed by the International Brotherhood, was designed as a pre-apprenticeship program for high school students with an emphasis on applied math and developing basic carpentry skills such as using a level and reading a tape measure. The program includes an overview of construction practices, field trips to construction sites, guest speakers and discussions on safety as well.

Sanchez explained that he joined the program to explore his options since he was unsure what he wanted to do after high school. After the full two years in the program, he decided to put in his union application.

Shortly after that he was put in touch with Lonny Collins, superintendent on the Lincoln High School project for Lease Crutcher Lewis, the general contractor. Swan said the early staging of the construction process happened when school was still in session and gave students access to the construction workers, which is how Spinelli was put in touch with Collins, who hired him.

She knew that Collins, also a former apprentice of hers in the '90s at Bates Technical College, wanted another student working on the project, so she recommended Sanchez.

Collins said he enjoys sharing his knowledge with youngsters and giving them an opportunity. "It's kind of fun," he remarked. "I've always been a teacher at heart."

Swan said she can't believe what a small a world it is – "a former student of mine hiring two of my high school kids."

Both Sanchez and Spinelli have enjoyed working at Lincoln the last few months. Sanchez noted he's been learning a lot of new things from the journeymen.

"It's a great experience," Spinelli said, adding he's happy he was able to secure this position. He likes working on a construction site, because "everyone looks out for each other."

As for Swan, she declared herself a "proud mom," who's "very excited." Sanchez and Spinelli are the first of her students from Lincoln to be well on their way to joining the carpenters union.

"These youngsters started planning for what they wanted to do once they got out of school two years ago," Swan commented. "They were focused, and they had a dream."

She added it's been a pleasure to see it come through, and she knows they're on the right path to a lucrative, rewarding career in construction.

Currently, Swan said both Sanchez and Spinelli are making around \$18.20 an hour plus a benefits package with the potential to become journeymen, who make around \$30.34 an hour, plus benefits. "In four years, they have the earning potential with benefits of earning over \$80,000," she added.

In addition, the students have supplemental training, which is paid for by a training trust, according to Swan. "They are making excellent wages on the job and getting free tuition, which is part of the benefits package that includes medical, dental, optical and retirement," she noted.

Swan said, "the construction industry isn't for everyone, but for those it's the right fit for, it's a very good fit." She believes having more and more pre-apprenticeship opportunities for young people when they are still in high school is a "wonderful opportunity for them to learn about themselves and have a springboard into a phenomenal career."

Additionally, according to Dave D'Hondt, Director of Safety and Risk Management, of Absher Construction Company, Absher hired one of the graduates as well and he is working out great.

Commissions to look at apprenticeship

By Steven Friederich - Daily World Writer, The Daily World, Tuesday, August 8, 2006

MONTESANO — Union leaders are pushing for Grays Harbor County and the PUD to employ a minimum number of apprentices on public works projects.

Apprentices do on-the-job training as a step to mastering a trade. The construction trades have long supported the program. The state already requires construction sites that receive state dollars to utilize apprentices. Work on the new instructional building at Grays Harbor College, for example, has employed apprentices.

"A few years ago, we came to the county asking for this and it went through the public hearing process," Paul Harris, an organizer for Local 252 of the Laborers' Union, told the county commissioners Monday. "Since that time, the state now has it in their language, as does the Department of Transportation, which implemented it as recently as this last legislative session. So I ask the commissioners ... to review this again."

Commissioner Bob Beerbower told Harris that a new public hearing needs to be conducted and said he'd see about arranging one.

Union leaders have also been working to convince the Grays Harbor PUD to allow apprentices to work on all of their projects that are expected to exceed a cost of \$500,000.

During Monday's PUD meeting, union leaders met with PUD commissioners about the issue. PUD Commissioner Jim Eddy said that he supports the union's efforts and thought that the PUD could approve the apprenticeship language within the next few meetings.

"I think we're good there, too," Harris said, referring to the PUD.

Apprentices are hired independently by companies that have won projects and do not need to be affiliated with a union, though many of them are, according to Alice M. Curtis, a state Labor & Industries apprenticeship coordinator for portions of Southwest Washington. That's because training is generally paid for by the union while the companies pay apprentices a salary.

Apprentices earn about 60 percent of the average salary of a journeyman employee. The rates are based on a state Labor & Industries wage scale.

To become an apprentice, an applicant takes a test that usually focuses on rudimentary skills and knowledge. If the applicant passes the test and becomes an apprentice, he or she gets on-the-job training as soon as a job can be found. Once the apprentice

accumulates a certain number of hours in the field, which usually takes about four years, he or she becomes a journeyman. An apprentice carpenter needs 5,600 hours to become a journeyman. A laborer needs 4,000 hours.

In 2002, local union leaders approached the county commissioners about implementing an apprenticeship set-aside program, but the plan met with resistance, mostly from non-union contractors. More than 90 people from both sides of the debate packed the commission chambers during a hearing.

Non-union contractors argued that there was a shortage of work on Grays Harbor to begin with, so setting aside hours for apprentices would mean that local journeyman workers will lose work.

Union leaders say that today, with a strong real estate market and public works projects from East County to the beaches, there is more than enough work for everybody.

"This isn't a union, non-union issue and it shouldn't be," said Tom Shook, former president of Local 317 Carpenter's Union. "This should be a training issue so we can train future construction workers. This needs to be a community issue."

County Commissioner Al Carter wasn't on the commission in 2002 but noted that there were legal issues at the time that prevented the commissioners from acting one way or another. The Legislature has since resolved those issues by passing laws, he said.

"The union has talked to us a few times and I've seen a copy of the ordinance that they want us to do," Carter said. "This has been an ongoing thing for the union for a long time."

Why hasn't the county acted?

"First, we needed to find the legislation, then we needed to figure out the process we needed to take," Carter said. "So, now, we know to go through the public process again."

Carter said he didn't know how quickly the county would act on the proposal and didn't know if it would happen before or after the fall elections.

"I'm a union guy and I've supported union labor for a long time," Carter said. "This is something that I understand and support so this is something I'm going to go back and discuss with the other commissioners."

"I think it's important to say, though, that this isn't a union program. This is a state-approved apprenticeship program and only a certain amount of hours would go to this program. This would affect just construction jobs, not the high-tech part of the job."

Paul Harris said the apprentice measure has been adopted by several counties and municipalities, including the City of Hoquiam and the Port of Seattle.

"This isn't a new thing," the Laborers' Union official said. "But it's been a battle sometimes to get it approved."

Grant lets New Market expand apprenticeships - Program provides students with training in construction

By Heather Woodward, The Olympian, August 22, 2006

TUMWATER - Shane Danisher, 18, thinks he would be working a minimum-wage job and barely making ends meet if he hadn't enrolled in New Market Skills Center's construction trades training program.



Shane Danisher, who graduated from Timberline High School and the New Market Skills Center last year, works on the site of the Life Sciences Building on Monday.

Photos by Steven M. Herppich/The Olympian

Instead, he's earning good money doing something he loves: embarking on a four-year carpentry apprenticeship that lets him work on major construction projects.

New Market just received a \$25,000 grant to expand its outreach to middle- and high-school students throughout the region who might benefit from construction trades training. That training is intended to give the students a head start in their trade once they graduate from high school.

"Nowadays, you've got to have that expertise to be out here," said Rich Rauscher, a superintendent with Porter Brothers General Contractors.

The grant stems from state legislation adopted in 2006. The legislation - which had been requested by Gov. Chris Gregoire - is intended to help students who might otherwise be unsure about how to pursue careers in construction and to help the construction industry find skilled workers.

"We've got an unprecedented amount of work laid out for the next 10 years," said Dave Johnson, executive secretary for the Washington State Building and Construction Trades Council. "We're in critical mass right now."

The push to draw more students into construction trades also is an attempt to shore up the gap in some high schools where industrial arts classes such as metal shop, wood shop and others no longer exist, Johnson said.

"We've devastated a large part of the student body in terms of the ability to get into the workplace," he said, referring to the lack of industrial arts classes now available prior to college.

Using the grant dollars, New Market plans to organize more events in area schools to promote the training program, partner more closely with area colleges and place the curriculum online so that students throughout the region can access it.

"It's all about creating opportunities for our students," said John Aultman, New Market's executive director. "Now, there's a real need for the high school students because the construction industry is booming."

The program helped Danisher in part because he learned about skills he'd need to excel in his trade.

"I know a lot more than I did at the beginning," the 2006 Timberline High School graduate said.

New Market's training also allows students to begin apprenticeships right after graduating from high school. Danisher and 2005 Shelton High School graduate Ricardo Rodriguez, 19, both are helping to build a new \$5.4 million life sciences building at New Market.



Photos by Steven M. Herppich/The Olympian

Ricardo Rodriguez, who graduated from Shelton High School and the New Market Skills Center last year, works on the Life Sciences Building at the center Monday.

"I just wasn't really the kind of person who liked to go to school very much, so getting a job straight out of high school was a much better decision for me," Rodriguez said. "The pay is really good. The people, they are awesome. There's nothing I dislike about it."

For more information

There is a new DVD produced by the Washington State Building and Construction Trades Council for educators interested in spreading the word to students about the availability of apprenticeships.

The DVD is titled "Apprenticeship: The original four-year degree."

For more information about the DVD or the council, call 360-357-6778 or go online to www.WaBuildingTrades.org .

Rebuilding Together:

Source: Halene Sigmund, CITC

Fifty-five CITC apprenticeship students augmented the work of more than 700 community volunteers during this year's Spring Rebuilding Together. The apprentices were deployed and redeployed to multiple sites accomplishing tasks that would have been difficult or impossible for untrained workers

"The CITC apprentices accomplished many tasks that could not have been done by our community volunteers," said Jody Rogers, RTS executive director. Some of the projects completed by the apprentices including installing grab bars in the bathrooms in an apartment building serving mentally ill older adults, replacing a rotten floor in a home, replacing doors and installing dead-bolts and the safe demolition of a dilapidated garage.

"We have been volunteering for RTS for the past five years and each year our student participation increases," said Mark Knudson, a 4th year carpentry instructor and J.R. Abbott Construction, Inc., employee. "We chose this project to show students that the value of learning a trade can not only provide them with a financially rewarding career, but can also benefit those less fortunate in this community and abroad. Each year the students thank me for the opportunity as they come away with a great sense of pride and accomplishment."

This year RTS Spring Rebuilding Day provided major renovations for 28 homes and community centers. The more than 700 volunteers donated 8,000 hours during the three months leading up to the actual rebuilding day. The work completed is valued at more than \$250,000.



Mary Dunn, a fourth year apprenticeship student and employee of Biwell Construction works to restore a deck during Rebuilding Together Seattle 2006.



In some cases, demolition is important to a renovation project, and the CITC apprenticeship students accomplished the safe and efficient demolition of a dilapidated garage to remove a dangerous hazard from a low-income home owner's property

Diversity and Mentor Alliance Set to Recruit and Encourage Students.

Source; Halene Sigmund, CITC



CITC's Diversity Committee and Mentoring Alliance members met to discuss the roles of each group and how they can assist each other in their endeavors to recruit, retain and mentor students in all of the construction trades.

CITC formed its Diversity Committee in 2006 to increase efforts to recruit women and minority students to the construction industry. Chaired by Mike Sotelo of WG Clark Construction Company, the committee meets quarterly. Currently committee members are working on ways to attract women to the mechanical trades. They are also exploring opportunities within the Hispanic Community, currently the largest minority group in Washington. The members feel that this group is not effectively targeted and is working on ways to reach out to this population. The goal is to develop effective and open lines of communication with the Hispanic population while working on effective methods of recruitment and retention of women and minorities in construction as a whole.

Diversity Committee members are Jason Preuit, WG Clark Construction; Mike Sotelo, WG Clark Construction; Don Cunningham, Graham Construction; Sai Chaleunphonh, MarPac Construction; Heather Beaulieu, Rafn Company; Ericka Bean, WG Clark Construction; Pedro Obispo, WG Clark Construction; Mary Guthmiller, TransTec Electric; and Ron Robke, America's Choice Painting.

Mentors include: Steve Bean, WG Clark Construction; Ericka Bean, WG Clark Construction, Salvador Torres, WG Clark Construction; Walter Onysko, WG Clark Construction; Joel Ortega, MarPac Construction; Erich Hoobler, WG Clark Construction, Pedro Obispo, WG Clark Construction; Chris Smith, MarPac Construction; Jerrold Barker, MarPac Construction; and Paul Van Giffen, Graham Construction.

Pre-Apprenticeship Program Success:

Source: Beth M. Arman, Dean, Trade & Industry and Apprenticeship, Renton Technical College

Renton Technical College's Job Skills for Trade & Industry program, which is our apprenticeship preparation program, placed 92% of the class that graduated in August 2006. Almost all landed jobs before they graduated.

Almost all went into apprenticeship programs, including 5 carpenter apprentices, 5 electrical apprentices, and 1 ironworker apprentice.

Apprentice receives Employee Recognition Award

Source: Sherri Clarke, HRC, WA State Parks & Recreation Commission/WA Public Employees Assoc. JATC

Erielle Schreeder, Apprentice, for Washington State Parks and Recreation Commission received a \$50 employee recognition award for the following:

Erielle's work ethics, hard work and assistance in the renovating of the Twanoh State Park concession building and the replacement of major electrical circuits and the installation of FRP wall covering greatly aided in the overall renovation project. This project enhanced the appearance and the use of facility for both the concessionaire and most of all for the park visitors.

Bill McKenna's Retirement

Source: Lorraine Wesolowski, Secretary, Carpenters Specialties Training Center

On July 26th, 2006, a retirement ceremony was held for Bill McKenna, Apprenticeship Training Director, at the AGC Building in Seattle, Washington.



Bill started working construction during the summers between his sophomore and senior years in high school on a crew building barns and silos for farmers all over southern New England. A dyed-in-the-wool "Nor'easter," one only heard those long "A's" occasionally

as Bill reminisced about his long, and dedicated career to carpentry and the training of carpenters and other building tradesmen.

After high school, bill began his apprenticeship while working for an employer who built custom homes and specialized in restoring period homes to their original state.

When Bill joined the Navy, his first duty station was on a destroyer in Newport, RI. But later he was transferred to a Construction battalion or CB (also referred to as SeaBees or SeeBees) where he attended the Navy's Builders' School. "I spent a year and three hours on Adak Island (in the Aleutians)," said Bill, "the rest of my tour of duty was in Danang, South Vietnam. Most of my time there was spent training with the marines more than the navy."

When he was in Honolulu, HI after being discharged from the service, he immediately wanted to head for home. But a letter from the father of a good friend he served with in the Navy, asked him to come through Seattle. He traveled to Seattle with the intention of a short visit, but instead joined LU 1988 and went to work building the Southcenter Mall. The Northwest has been home ever since.

Bill worked as he attended college at WWU over the next several years. He did interior systems jobs, joined the shipwrights union when he got a job at Uniflite in Bellingham, and went on to work residential, commercial, and heavy and highway jobs. He graduated with a degree in education from WWU in the mid-70s. He found himself teaching apprenticeship classes in the evening at Bellingham Vocational-Technical Institute and doing curriculum development in conjunction with Sehome High School where he did his student teaching. He also taught wood shop and drafting at Sehome.

"After graduating I taught a career exploration class for the Lummi tribe as well as apprenticeship classes for the Bellingham local," recalls Bill. "College buddies of mine that taught at other high schools adopted my curriculum and used it in their classrooms too."

As the Lummi tribe's federal grant matured, a coordinator position opened up for the outlying areas of the Carpenter training trust. Bill applied and got the job. It involved 5 programs at locations in Bellingham, Mount Vernon, Everett, Yakima and Wenatchee. In those days (early 1980's) almost all training was done on college or technical school campuses. Bill supervised the training programs at these locations for several years. Then the position opened up for the training director for the Western and Central Washington training trust. Bill got the job and became responsible for supervising five training centers and had six training coordinators working under him. In January 2006 the Western and Central Washington training trust combined with the Eastern Washington and Northern Idaho training trust putting eight training centers under Bill's supervision. "We train about 1,100 apprentices annually and we provide journeyman upgrade training as well," said Bill.

When asked what he felt the biggest change in training was over his tenure in the training industry, Bill answered, "When I first began supervising training centers, 90% of all training was done in the traditional night school classroom environment," he stated. "Now training is individual competency-based training and 90% of that is hands-on."

Bill is impressed by the International's commitment to training. New manuals are being written. Instructors are better trained and return to their regional training centers with new and innovative ideas. Several instructors from the Western and Central area training centers have been on loan to the International training center to accomplish the ambitious task of revamping the training program.

Seven years ago, Bill convinced the Piledriver JATC and the Millwright JATC that it would be to their advantage to train together. Then he sold the training trust on the wisdom behind building a new training center where millwrights and pilebucks could train. Designated the Specialties Training Center it was the fourth training center built under Bill's tenure as training director. Now, the Specialties training center trains not only pilebucks and millwrights, but tradeshow workers as well. The LADS (Interior Systems) training will move from its long-time location at Renton Voc-Tech to the Specialties Training Center this fall.

"We are teaching Interior Systems classes in Olympia right now too," said Bill. "This could lead to a LADS training program south, like the north training program in Sedro Woolley."

When asked what he considered his most significant accomplishments during his tenure as training director, Bill answered, "One of the most important changes that has taken place is our relationship with public schools and how instructors are employed. Now a carpenter who moves back and forth between working as a carpenter and teaching as an instructor doesn't have to give up one career for another. He or she can maintain their carpenter status even when they are teaching, allowing instructors continuity in their fringe benefits. "Secondly, designing and maintaining individual competency-based training," he continued. "And finally, building and improving our facilities for training over the years."

Bill is looking forward to spending lots of time in the great out of doors with family and friends when he retires. An avid hiker, mule-packer and skier, the cascades have always been a second home to Bill. "I'll stick around as part time consultant for a year or so during the transition once the new director is selected," said Bill, "there are a few projects I want to see to completion."

Bill can look back proudly on a long and dedicated career as a carpenter and educator. During his years at the helm of training in Western and Central Washington, thousands of carpenters, pilebucks, and millwrights have taken the long, hard road to becoming journeymen in their chosen trade, and Bill has been behind each and every one of them every step of the way. Best of luck, Bill, in your well-earned retirement.

We all wish Bill good luck in his future endeavors.